

Template survey for branches on racism in the workplace

This template survey is for use by branches who want to find out about racism in your workplace. Please feel free to pick and choose the questions or amend them as you see fit.

Your experience

1. Have you experienced racial harassment, bullying or abuse in the last 12 months?

☐ Yes

☐ No

2. Who was that racial harassment, bullying or abuse from? (tick all that apply)

☐ Colleagues

☐ Patients

☐ The public

3. Did you report it to your employer?

☐ Yes

☐ No

☐ If 'no' tell us why not:

5. If you reported it to your employer, were you satisfied with how they dealt with it?

☐ Yes

☐ No

☐ Use this space to tell us more if you wish:

6. If you reported it to your union, were you satisfied with how they dealt with it?

☐ Yes

☐ No

☐ Use this space to tell us more if you wish:

4. Did you report it to your union?

☐ Yes

☐ No

☐ If 'no' tell us why not:

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Your experience during COVID-19

7. Do you feel at increased risk of COVID-19 in your workplace due to the disproportionate impact of COVID-19 on the Black community?

☐ Yes
☐ No

8. Did you feel uncomfortable raising your concerns with your employer?

☐ Yes
☐ No

9. During the COVID-19 pandemic, has your employer conducted a formal risk assessment on the risks you face?

☐ Yes
☐ No

10. Were you happy with how your risk assessment was carried out?

☐ Yes
☐ No

11. Did you feel that the risk assessment covered all the risks or issues that affected you?

☐ Yes
☐ No

12. As a result of the risk assessment, were you asked to do any of the following (tick all that apply)

☐ Work from home
☐ Redeployed to a different role
☐ Told to shield and not work from home
☐ Given additional PPE
☐ Had your shifts altered
☐ Other – write In:

13. Do you feel that your career may be negatively affected as a result of your risk assessment?

☐ Yes
☐ No
☐ If 'yes' tell us more about how you have been affected:

About you

14. What Agenda for Change band are you on?

- ☐ Band 2
- ☐ Band 3
- ☐ Band 4
- ☐ Band 5
- ☐ Band 6
- ☐ Band 7
- ☐ Band 8a
- ☐ Band 8b
- ☐ Band 8c
- ☐ Band 8d
- ☐ Band 9

15. Who is your employer?

- ☐ NHS Trust or Health Board
- ☐ Clinical Commissioning organisation
- ☐ NHS arms length body
- ☐ Contractor, social enterprise or charity
- ☐ Agency
- ☐ Other

16. How would you describe your ethnic origin?

- ☐ Asian UK
- ☐ Asian other
- ☐ Bangladeshi
- ☐ Indian
- ☐ Pakistani
- ☐ Black African
- ☐ Black Caribbean
- ☐ Black other
- ☐ Black mixed heritage
- ☐ Chinese
- ☐ Irish
- ☐ White UK
- ☐ White other
- ☐ Other mixed heritage
- ☐ Other (please state):

☐ Prefer not to say

17. How do you define your gender?

- ☐ Female
- ☐ Male
- ☐ In another way
- ☐ Prefer not to say

About you (continued)

18. Do you identify as a disabled person?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

19. Do you identify in any of the following ways? Tick all that apply – in UNISON LGBT+ members organise together so this is a combined question.

- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual/straight
- ☐ Lesbian
- ☐ Other sexual orientation
- ☐ Transgender or having a transgender history
- ☐ The gender you were assigned at birth
- ☐ Other gender identity
- ☐ Prefer not to say

20. What age are you?

- ☐ Age 16-26
- ☐ Age 27-39
- ☐ Age 40-49
- ☐ Age 50 or over
- ☐ Prefer not to say

Thank You!

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